A VIEW FROM FEW



An organization for opportunity and equality for women in Government

APRIL 2010

Space Coast Chapter, P.O. Box 21201, Kennedy Space Center, FL 32815 http://www.ksc.nasa.gov/groups/few/



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PRESIDENT'S MESSAGE Submitted by Marlene Satterthwaite

Spring has finally sprung in central Florida! We recently had the longest run of cool weather since I've lived in Florida.......got the opportunity to see if my winter clothes still fit! In a month or so, we'll be wishing those cool days and colder nights back again! Spring brings April Fools Day, Easter, IRS Day (April 15-when taxes are due), Earth Day, Administrative Professional or Secretary's Day and many lesser known holidays or observances. April and springtime is about "fresh and new."......which brings me to the April Membership Meeting on Tuesday, April 13, starting at 5:00 p.m. Becky Fasulo has put together a New Members Meeting featuring a Chocolate fountain and the fixings to go with it.....so come join us for this flavorful decadence at Karin Biega's condo Clubhouse/Harbor Del Rio, 810 Del Rio Way. Please RSVP to Becky Fasulo fewvpmco@yahoo.com (321 636-8525) or teresa.j.Piastuch@nasa.gov, bitelaja@bellsouth.net 861-2022 (work), 631-8788 (home) or 536-9473 (cell) so we'll all get enough chocolate. BRING A FRIEND – they may want to become a NEW member!

The Nominations and Elections Committee, chaired by Aneta Ott, has been working to present the slate of new Chapter Board candidates for the April Meeting. It's not too late to "volunteer" for a position and/or let a current Chapter Board member know you are interested in a Committee Chair or Committee Member position. We need your support to continue presenting interesting programs and making strides in the community. Volunteers make the world a better place!

The March 18 Program Meeting held at Chaparral Mexican Restaurant featured Speakers from the Brevard's League of Women Voters (LWV). Doreen Archer spoke to us about Amendments 5 and 6, which will appear on our ballots, come November. They concern "fair redistricting" and are very popular with the likely voters in that these amendments will minimize the opportunity for legislators to rig districts to obtain particular political results. Connie Hogerty spoke to the Chapter audience about the History of the League and the values of being a League of Women Voters member. Annual Membership dues are \$50 and their web site is www.lwv-spacecoast.org Thank you League of Women Voters!

I recently sent a request to the Chapter Board and Committee Chairs for feedback if they were interested in attending the National Training Program (NTP) "Jazz Up Your Career" to be held in New Orleans July 12-16. To date, I have received 9 positive responses, including a member who will be funded by National. If I haven't heard from you by now (Board member or Chair), I must assume you are not able to go to NTP.

The Chapter Past President's Task Force is busy planning the 2010 Installations and Awards Banquet. Tentative date set is Tuesday, June 22 at the International Palms Resort of Cocoa Beach (formerly Holiday Inn – Cocoa Beach)......this will also be a 40th Anniversary celebration for Space Coast Chapter. Put that date on your calendar.

The Chapter's Past President's Task Force has worked the Regional and National Chapter Award Submissions for NTP that are due April 7. Additionally, anyone interested in applying for the NTP Scholarship and the NTP Retiree Scholarship. Refer to http://www.few.org/scholarshps.asp. Application deadline is April 7.

Hope to see you on April 13 at the New Member's Meeting! Don't forget to bring a friend!

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FEW's Mission Statement

Federally Employed Women (FEW) is a membership organization working for the elimination of sexual harassment and the advancement of women in government. This will be accomplished by:

- Encouraging diversity and equity in the workplace
- **Enhancing career opportunities for women**
- Establishing and maintaining relationships with organizations to advocate the fair application of EEO and personnel laws, policies, procedures, and practices
- Improving the quality of life for women by influencing Congressional and Administration actions
- Committing to achieve and maintain a unified and diverse membership; and
- Providing opportunities for professional growth through leadership development, education, mentoring, and networking.

The FEW mission and purpose statement was revised to recognize that the mission of an organization is its driving force, and that FEW's mission needed to be consistent with the needs of federal women today on into the 21st century.



COMPLIANCE *Connie Dobrin, Compliance Chair*

Free Legal Advice

Reminder to all FEW Members they have access to free legal advice as part of FEW's compliance program that monitors the progress made by the federal government in achieving equal employment opportunity evidenced by its adherence with statutory civil rights protections including: the Equal Pay Act of 1963, Title VII of the Civil Rights Act of 1964, Section 501 of the Rehabilitation Act of 1973, Age Discrimination in Employment Act, and Civil Rights Act of 1991.

FEW on the National level maintains close working relationships with several federal departments and agencies including the Office of Personnel Management, Equal Employment Opportunity Commission, Merit Systems Protection Board and Department of Labor. FEW's grassroots compliance

efforts play a vital role in implementing the Compliance Program across the FEW network, which includes the Continental United States, Alaska, Hawaii, and several foreign countries.

http://www.few.org/docs/partners/shaw.pdf



DIVERSITYCharlotte Becker, Diversity Chair

Do YOU know the difference?

This month bringing you some differences between Affirmative Action and Equal Employment Opportunity (AA/EEO) and some easy steps/ABCs to implement.

DIVERSITY relates to AA/EEO legislation but strives to exceed the mandates of these employment laws.

AA/EEO: DIVERSITY:

Gov't Initiated Voluntary (Org. Driven)
Legally Driven Productivity Driven
Quantitative Qualitative
Problem Focused Opportunity Focused
Assimilation Integration
Internal Focus
Reactive Proactive

Accepting the ABCs of Diversity

We need to tell ourselves diversity begins with me, myself, and I. We have to accept the **ABC**s of diversity. The analogy being just like we had to learn our **ABC**s to learn how to read and write, we have to learn the **ABC**s of diversity to bring about change. Learning the **ABC**s of diversity will be the first step of your ability to go beyond diversity awareness to achieve diversity results within your own Agency.

Attitude determines altitude
Belief that true diversity is possible
Courage to confront and act
Dedication to inspire a changed attitude
Enthusiasm for the task
Faith to hold, that which is not
Goals stated in order to bring about changes
Humor to lift another's spirits

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Initiative to be responsible for our actions **J**ustice to treat everyone fairly Knowledge to acquire new understanding Life which goes around one time **M**editation helps us to know ourselves Now as this is the hour **O**pportunity to make a difference **P**romise for what could be **O**uestions we must ask **R**isk, because progress demands risk **S**urvival to keep going despite reactions **T**olerance until we gain appreciation **U**nlocking doors that are closed Vision to seek a global vision Willing to seek a global vision **X-**ray to examine personal feelings You can make a difference Zero in on your own style of leadership





LEGISLATIONSubmitted by Jean Grenville

Your attention is requested to the Legislation section of the FEW.org web site. There are four FEW Fact Sheets there on important legislative issues that FEW has determined are top goals for our organization.

Equal Rights Amendment – **Background**: Federally Employed Women (FEW) Leaders, Regional Manager and Legislative Chairs are asking legislators to co-sponsor and support legislation to add the Equal Rights Amendment to the US Constitution.

Social Security/Pension Benefits – **Background**: A major challenge of our time is to protect retirement security for all of our citizens and women in particular. Older women are one of the fastest growing poverty populations in our nation today. Traditionally women have earned less than men, and they currently earn about 76 cents for every \$1 that men earn. Furthermore, women are more likely

to spend time out of the workforce (about 12 years) to tend to family care-giving responsibilities. That is time they are not earning a pension, vesting in a pension or contributing to Social Security. This absence from the paid workforce translates into inadequate retirement income and an increase of financial dependency on their spouses.

Young Parents Need Access to Day Care – Background: Studies show that children in high quality day care programs perform better in math, language and reading and show fewer behavioral problems. Yet quality day care remains out of reach for hundreds of thousands of Americans especially during these lean economic times. To help ease the financial burden of these families and allow these children to receive the best care available, legislators introduced the "Right Start Child Care and Education Act of 2009.

Paid Parental Leave for Federal Workers – Background: Currently new parents employed by the federal government can take up to 12 weeks leave upon the birth or adoption of a child provided they can afford it or have enough annual or sick leave to use. These 12 weeks of leave are unpaid. Yet many federal workers cannot enjoy the birth or adoption of a new child because they cannot afford to take time off without pay. Providing them with paid leave would express our appreciation of the work they do, as well as stress the importance of spending more time with one's family.

Each fact sheet has Background, Status and FEW's Position and Further Action. The fact sheets state that if you have any questions don't hesitate to contact FEW's Washington Representative at 703 528-7822 or via email at janetk@few.org.



SUNSHINE CHAIR *Barbara Powell, Chair*

During the month of March, the Space Coast Chapter sent a card to Pat Lowry. Pat's husband, Lyle, has been experiencing some Page 4 A VIEW FROM FEW

serious health issues, and we wanted her to know that we were "thinking of her". We're glad to hear that he is doing much better. A dish garden was sent to Debra Duke in the hospital when she was stricken suddenly at work and had to be taken to the hospital. The last I heard she had been released, but that she has some additional testing to be done. Debra sent me an email in which she said, "The flowers were an awesome uplifting."



OUR HAPPY BIRTHDAY WISHES THIS MONTH GO TO:

Aneta Ott 04/05 Karin Biega 04/08 Teresa Parham 04/27

If I have missed acknowledging your birthday below, please contact me at 504-6086, or email me at noahsark@cfl.rr.com. In addition, if you are aware of any of our members that need our thoughts and prayers, i.e. extended illnesses, hospitals stays, or news that deserve our best wishes, please let me know.



SPACE COAST CHAPTER 40TH
ANNIVERSARY, EXCERPT FROM
MARCH 5, 2010 SPACEPORT NEWS
Submitted by Jean Grenville, Historian

FEW celebrates 40 years of accomplishments

Kay Grinter, Reference Librarian

Did you know? Membership in FEW is open to federal and military personnel -- both men and women -- as well as those outside the federal sector who support FEW's goals and objectives. For more information, go to: www.ksc.nasa.gov/groups/few

March is Women's History Month, and a great time to highlight some of the goals and accomplishments of the Space Coast Chapter of the Federally Employed Women, known as FEW, which celebrates its 40th anniversary this year.

FEW was established in the summer of 1968 by a group of federally employed women working in Washington, D.C., who were interested in carrying out the intent of Presidential Executive Order 11375, which added "sex" to other forms of discrimination prohibited in the federal government.

The organization evolved into one dedicated to the improvement of the quality of life of those in the federal service and now provides access to training programs, pertinent legislative information, career counseling, and leadership opportunities, in addition to professional and social networking.

Organization of a local chapter was spearheaded by women employed at Kennedy, including Mary Driver King. The "Space Coast" chapter was the 9th chapter established, receiving its charter in September 1970. Kay Morrison was elected its first president by the initial 17 members.

Some of the women who served as chapter president during the past 40 years gave the Spaceport News their perspective on FEW.

Joan Fosdick, president from 1977 to 1978, recalled that FEW helped woman in non-professional fields. "FEW was instrumental in implementing an upward mobility program and establishing education programs for women that allowed them to earn college degrees," Fosdick said. "By 1976, Specialty Training for Entry-Level Professionals, the STEP program, was incorporated into Kennedy's affirmative action plan."

Edna Shannon, formerly Edna Hooper, president from 1980 to 1981, also recalled the impact of FEW on women's educational opportunities. "When I joined FEW, women represented only 19 percent of the work force," Shannon said. "There were very few women engineers with most working as secretaries, regardless of experience or degrees. Our FEW chapter worked closely with the Federal Women's Program, or FWP, to initiate the STEP program to help women obtain the necessary education and training for advancement."

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Lou Price, president from 1981 to 1982, agreed. "FEW made NASA more aware of women's potential, and it helped them to advance," Price said.

Today, FEW's two-day training seminar is held annually. Clara Anderson, president from 1982 to 1983, was program chair for an early training program held off center. "At the time we began offering training in 1978, women in the administrative and secretarial fields were not able to attend training away from the center to improve or add additional skills," Anderson said. "I spoke for the first time in front of a group of about 250 of my peers at an early off-center program. This new-found confidence enabled me to achieve a position greater than I ever imagined." Although retired, Anderson still is a member of the chapter, and until recently, served on FEW's national board.

Karin Biega, president from 1987 to 1988, credits her involvement in the chapter with helping her progress from a GS-2 clerk in the clerical pool in 1982, to the position from which she retired in May 2003, a GS-13 management analyst in NASA External Relations. "Knowing I could call any one of 30 to 40 Space Coast FEW members for support gave me the confidence to accept job assignments and challenges and know I'd be successful in whatever I took on . . . and I was." Biega currently is chair of the Bylaws Committee on FEW's national board.

Jean Grenville, president from 1993 to 1994, also praised the influence of the chapter.

"I became a part of a great network of women who helped me in my job, with my skills, and in my training. I made many long-lasting friendships," Grenville said. "I only regret that we couldn't get everyone to see what this organization could do for them and many did not take advantage of a great opportunity to advance their careers." Grenville, now retired, still is involved with the local chapter and produces its newsletter.

Becky Fasulo, president from 1995 to 1997, found that being a member of the chapter continues to benefit her in retirement. "I am not only a member of the Space Coast Chapter, but also a member of FEW's national board as the vice president for Membership and Chapter Organization," Fasulo said. "Working on the national level has opened up many avenues for me, which includes presenting workshops across the country."

Vickie Hall, president from 1998 to 2000, still is working in NASA IT's End User Services Office at Kennedy and reported that service to the community has become very important to the chapter. "Last year, we spearheaded Kennedy collection drives for Make-A-Difference Day and the Salvation Army's Stocking Stuffing Drive for families in need," Hall explained. "We also collected 1,270 Yoplait yogurt lids for the Save Lids to Save Lives Campaign."

Marlene Satterthwaite, who retired from NASA in 2006, is the current president. She added to the list of service projects undertaken by the chapter. "We also help protect our county and environment through the Keep Brevard Beautiful. Adopt-a-Shore program donations to the Merritt Island (National) Wildlife Refuge," Satterthwaite said. educational scholarship program has benefited many Kennedy workers, their children and Brevard Community College students. We are truly an organization with a purpose and a big heart."



Photo courtesy of FEW/1999

Former FEW presidents gather in 1999, including Betty Hudick, Millie King, Mae Walterhouse Morris, Kay Morrison Whittimore, Edna Shannon, Joan Fosdick, Clara Anderson, Karin Biega, Pam Steel, Carole Schiller, Lou Price, Becky Fasulo, Zoa Dodd, Vickie Hall and Jean Grenville

Additional article excerpt from the Today Newspaper, Thursday, February 27, 1975:

The Space Coast Chapter of Federally Employed Women, Inc., was chartered in the summer of 1970. Their goal is to end sex discrimination in employment in government service as well as to assist other organizations and individuals concerned.

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The 42-member club will concentrate this year on supporting the Brevard ERA Coalition for the passage of the ERA amendment in Florida. Officers are Patricia Lowry, president; Joan Fosdick and Myrtle Zita, both vice president; Theresa Wright, recording secretary; Becky McBride, corresponding secretary; and Linda Conway, treasurer.





MEMBERSHIP

Becky Fasulo, Membership Chair

Renewals

If you became a member before July 2008, it is now time for you to renew your annual dues. You should have received an email instructing you to go to the FEW website and renew your dues. If you do not want to renew online, then there is an invoice to print. Complete the form and mail it with your check per the instructions on the invoice. If your renewal date is March 1 and you have not received an email, please contact me and I will help you.

Also, please log on to www.few.org to update your personal information. This is very important so that Federally Employed Women will have your most current information. Any questions or concerns, please contact me either at beckyjf@yahoo.com or fewvpmco@yahoo.ocm or 321-636-8525.



Nominations Committee Aneta Ott, Nominations Officer, Vickie Hall and Teresa Parham

Nominations:

The following slate of officers will be presented at the April 13th Membership meeting. At that time nominations will be accepted from the floor.

FEW Space Coast Chapter 2010-2012 Slate of Officers Presented April 13, 2010 Membership Meeting

President Jean Grenville

Vice President Sandra Getter

Secretary Teresa Jean Piastuch

Treasurer Johanna Velasquez

Nominations Clara Anderson

Michelle Roberts Angela M. Solorio



PROGRAMS

COME ONE, COME ALL FEW SPACE COAST CHAPTER ANNUAL MEMBERSHIP MEETING

Please join us for a delicious "Chocolate Experience" at our Membership Drive Meeting in April. Learn how FEW has contributed to our success and what FEW can do for you! We are asking each member attending to bring a guest.

When? Tuesday, April 13, 2010

Where? Karin Biega's Clubhouse at Harbor Del Rio Condo, Merritt Island (810 Del Rio Way).

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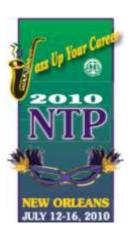
Park at any open spot and walk on down to clubhouse.

What Time? 5:00 p.m.

Refreshments? A Chocolate Fountain will be available for you

Program? Networking and information about FEW and its members

RSVP and further information Please RSVP to Becky Fasulo fewvpmco@yahoo.com (321 636-8525) or teresa.j.Piastuch@nasa.gov, bitelaja@bellsouth.net 861-2022 (work), 631-8788 (home) or 536-9473



REMINDER! 2010 NATIONAL TRAINING PROGRAM (NTP) SCHOLARSHIPS

Submitted by Marlene Satterthwaite

The Federally Employed Women (FEW) National Scholarship Committee is currently accepting applications for the 2010 National Training Program (NTP) Scholarship. FEW is also accepting applications for the Retiree Scholarship Program for the Federally Employed Women (FEW). Please note that these are two different scholarships, both with the purpose of helping members attend the NTP.

The NTP Scholarship Program provides an opportunity for deserving individuals to participate in the NTP who might not otherwise be able to attend. Each member in good standing who meets the requirements is encouraged to submit an application for a scholarship.

Nominations for the National Collegiate Scholarship Program are also being accepted during this time. Scholarship funds are distributed for use toward the cost of registration, tuition, and book fees only. While active FEW members will have primary

consideration in the awarding of scholarships, dependents of FEW members are also eligible.

All applications must be electronically submitted by April 7, 2010. Please visit http://www.few.org/scholarships.asp for direct access to the online applications.

The scholarship criteria and submission procedures can be found in FEW's National Policy and Procedures Manual (NPPM), Part Three - Activity and General Procedures, under the National Training Program Scholarship Section. The NPPM is located on the member only web page at http://www.few.org/login.asp. After you log in, click on the menu link for Forms and Documents.

Please note that there is a section in the application where recommendations, such as one from your Regional Manager, can be attached. Please make sure to attach all recommendations to the original submission, since additional documents will not be accepted separately from the initial application.



BAXLEY MANORSubmitted by Sandra Getter

Thank you for the many contributions for our March delivery to Baxley Manor. The 23rd of April has been designated as delivery day to Baxley Manor for April. The people we serve there are mostly elderly or disabled. As we all know we are in some hard times and these people survive on food stamps for the most part. Food stamps do not cover anything of a personal nature and we try to fill that gap. We hope you can help by any small donation you can make. The monetary contributions you make are used to buy food and personal items for these residents. My mail code is NE-E8. Thanks so much for making a difference!!

I am coordinating the contribution for Baxley Manor here on Center with the help of some other very kind ladies. Sandy Eliason in LCC 4P23, Jan Hall in the Logistics Building 2610A, Ana Contreras HQ 3531F, and Angela Solorio in OSB I 6403X can take your contributions and items. I am in EDL 2134 and

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can coordinate a pick up from you if you call or email me. For those of you off Center, please call Aneta Ott or myself to arrange for pickup of any items you have to donate.

Here is the list of suggested items:

Food Items

Small cans of vegetables & fruits Jell-O & pudding snacks Graham crackers, Saltine crackers Any meat or meal in a can with the flip top lid or non refrigerated package Lunch meats, tuna, Spam, chicken, Vienna sausage, ham, deviled ham, Sardines, beef stew

Personal Items

Paper products: Q-tips, facial tissue & toilet tissue (packages of 4 rolls) Toothbrush, toothpaste, mouthwash Hand lotion, hair spray, mousse or gel, comb/brush Razor, Nail files, clippers, Socks, stockings, earrings Reading material such as books or magazines

Thanks again for your support of this worthy cause.



APRIL is **ALSO** Cancer Control Submitted by Marlene Satterthwaite

The American Institute for Cancer Research **Recommendations for Cancer Prevention**

- 1. Be as lean as possible without being underweight.
- 2. Be physically active for at least 30 minutes every day.
- 3. Avoid sugary drinks. Limit consumption on energy-dense foods (particularly processed foods high in added sugar or low in fiber, or high in fat).
- 4. Eat more of a variety of vegetables, whole grains and legumes such as beans.

- 5. Limit consumption of red meats (such as beef, pork and lamb) and avoid processed meats.
- 6. If consumed at all, limit alcoholic drinks to 2 for men and 1 for women a day.
- 7. Limit consumption of salty foods and foods processed with salt (sodium).
- 8. Do not use supplements to protect against cancer.
- 9. AND, always remember DO not smoke or chew tobacco.

"Be careful about reading health books. You may die of a misprint" - Mark Twain



NEWSLETTER Submitted by Jean Grenville, Karin Biega & Angela Solorio

This monthly publication is a means of sharing information and ideas with members, friends and prospective members. We ask that each officer and committee chair submit articles as applicable for their office and committee and other articles of interest we can use in the newsletter. Articles should be sent to:

Jean Grenville: jeangrenville@aol.com Karin Biega: Karin@bocabanana.com

Angela Solorio: angela.m.solorio-1@nasa.gov

Please submit by the last Monday of each month. Feel free to share this newsletter with others. If you are interested in joining this vital organization, go to www.few.org and join online or fill out the attached membership application and mail to Federally Employed Women, P. O. Box 75551, Baltimore, MD 21275.



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Calendar of Events

APRIL 2010

7 Awards and Scholarships due to

National and Regional

13 Annual Membership Meeting – Karin

Biega's Condo - 5:00 p.m.

23 Delivery to Baxley Manor

26 Newsletter Articles due

MAY 2010

TBD Chapter Business Meeting – Time

And place TBD

June 2010

Awards and Installation Banquet International Palms (previously

Holiday Inn Cocoa Beach)

JULY 2010

12-16 NTP 2010 - New Orleans, LA

SPACE COAST CHAPTER, FEW 2008 - 2010 Officers and Committees

Chapter

President Marlene Satterthwaite
VP for Programs Teresa Jean Piastuch
VP for Membership Becky Fasulo
Treasurer Johanna Velasquez
Secretary Cassandra Getter
Nominations Officer Aneta Ott
Vickie Hall

Teresa Parham
Immediate. Past President
Compliance
Diversity
Legislative
Annual Training Program

Teresa Parham
Sandra Eliason
Connie Dobrin
Charlotte Becker
Connie Dobrin
Past Presidents Task
Force

Finance Karin Biega Scholarships Joette Feeney Newsletter Editor Jean Grenville Karin Biega

Angela Solorio
Parliamentarian Clara Anderson
Environmental Martha Carroll
Community Outreach Vickie Hall

Angela Solorio
Sunshine Barbara Powell
Historian Jean Grenville
Webmaster Debbie Ward

Regional

Asst Regional Manager

Compliance

Nominations

Awards

Secretary

Service Barbara Powell

Vickie Hall

Connie Dobrin

Marlene Satterthwaite

Jean Grenville

National

VP for Mbrship & Chapters

Becky Fasulo

Karin Biega

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MEMBERSHIP APPLICATION FEDERALLY EMPLOYED WOMEN P.O. BOX 75551 BALTIMORE, MD 21275

1968	Membe	rship ID
Month/Year Joined: /		
LAST NAME: FIRST NAME:		
ADDRESS 1:		
ADDRESS 2:		
ADDRESS 2.		
CITY: STATE: ZIP CODE + 4	4	
DAYTIME PHONE EXTENSION: EVENING PHONE:		
FAX: EMAIL:	-	
EMPLOYER: Private Industry Federal Government Local/Municipal Gother (Explain) State Government Retired	Government YES	NO NO
GRADE (check) FWP/EEO (check) DE GS 1-4 SES FWP Full-Time GENDER: GS 5-8 WG FWP Part-Time RACE/NATION GS 9-12 Military EEO American I GS 13-15 Other (Specify) Other FWP/EEO Asian/Pacif GS 16+ Not Applicable Black	Indian Hisp	Female sanic casian
JOB SERIES: SERVICE COMPUTATION DATE:		
ABOUT THE ORGANIZATION: FEW is comprised of Chapters throughout the world. Membership is open to all Federal and D.C. govern other person supporting the goals and objectives of FEW. More information about the organization is post http://www.few.org . Annual National membership dues are \$45 for chapter members. Eligibility for Chapter membership is commembership.	ed on the FEW	website:
NATIONAL (\$45) PAYMENT TYPE: CHECK#		
I wish to join the Chapter. Referred/Recruited By (one name only): Recruitment Event (if applicable):		

Contributions or gifts to FEW are not deductible as charitable contributions for federal income tax purposes.

Revised: October 2008